
SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, April 13, 2009

9 a.m. to 2:00 p.m.

San Francisco

Members present: President Damita Davis-Howard, Vice President Christal Cox, Treasurer Sandra Lewis, Secretary John Morrison, Karen Bishop, Derrick Boutte, James Bryant, Jackie Carvallo, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil (phone), Vicki Reed (phone), Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski

Members excused: Larry Bevan, Kim Burke, Amanda Booker, James Nebel, Jim Elliot, Leea Rodriguez, Marcus Williams

Staff present: Rocky Morrison, Kerry Newkirk, Carlos Rivera, Seth Schapiro, Pattie Tamura, Gilda Valdez, Nadir Vissanjy

President Damita Davis Howard called the meeting to order at 9:49 a.m.

ANNOUNCEMENTS:

- Karen Bishop thanked President Davis Howard for addressing members at the San Francisco Unified School District.
- Mary Sanders announced the next ROC Boot Camp (one day training) will be April 24 in Fairfield. She asked each board member to recruit one member.
- Jan Schardt announced over 200 members participated in the March 16 march in Sacramento.
- John Morrison reported the City Industry event in Chico was fantastic.

March 10, 2009 minutes: It was M/S/C to approve the minutes as corrected.

NEW BUSINESS:

Resources for laid off workers: President Davis Howard will forward a request to provide website links to resources for laid off workers on the 1021 website to the communications department. All staff have the policy on distribution of gift cards to laid off members and member lists and they are giving out this information. There was discussion about the food gift cards versus cash cards. Treasurer Sandra Lewis reported corporate approval for the cards is pending.

OLD BUSINESS:

Bylaws Content Committee report: Jackie Carvallo reported the BCC (23 members) met March 12-13 and reviewed language covering chapters, stewards, and executive board structures. There has been much progress but nothing is set in stone. The committee will meet again April 2 and April 21. Outreach has been successful but BCC needs more input from members and the executive board. If consensus cannot be reached, the committee votes. The executive board will need some time to review proposals. President Davis Howard reminded the board that a process has been voted on; it will be reviewed at the next meeting. When the draft is ready, it could be posted on the website. It would help the process if also reviewed at industry meetings. The Executive Board recommends the BCC to do more outreach.

General and industry/committee spending guidelines: It was M/S/C to accept the guidelines as proposed (attached).

Executive Board retreat: Sandra Lewis reported on the May 1-3 executive board retreat in South Lake Tahoe. A committee of Damita Davis-Howard, Kathy O'Neil, Kerry Newkirk Sandra Lewis, and Ken Smith from the IFC has been working on the agenda (which will be sent out in advance). The retreat will begin on Friday at 3 p.m. and end on Sunday at 3:00 p.m. The retreat will focus on transition/vision and team building. The retreat will be a valuable use of the board's time.

Staff organizational charts: The board is invited to attend the Budget and Finance Committee meeting on April 22 to review staff organizational charts.

May 19 special election: Political Director Bill Steck provided a written report (attached). President Davis Howard highlighted SEIU's position on ballot propositions: no on 1A, 1D, 1E, yes on 1B and 1C, and no position on 1E. Labor is split on 1A (CTA is yes and AFT is no). SEIU is fighting 1A because it essentially shrinks government and defunds public services and jobs. Phone banks are up in 1021 offices; precinct walks will be scheduled. It is doubtful labor councils will campaign as they will not reach consensus. There is a staff moratorium on vacations between April 30 and May 19. There are 10 mandatory GOTV shifts for all field staff.

San Francisco Budget Strategic Campaign Planning Committee: COPE Committee Chair James Bryant reported the committee has been very active. Unless there is an organizational commitment it will not be successful. There are divisions between city/county and non-profit workers that need to be addressed. There was discussion about staff support and accountability. Communication between the council, chapters, staff and leaders is needed as well as more PNP participation. President Davis Howard will direct staff to recruit for broader participation at council and COPE meetings. The San Francisco council is not an official body of SEIU but a structure which needs more participation from PNP and city/county members. James Bryant, Karen Bishop, Larry Bevan, and Norm Ten will meet to begin planning how to bring a more unified voice. It was M/S/C to move the agenda.

San Francisco Airport Labor Coalition affiliation: On recommendation of the 1021 airport chapter leadership, it was M/S/C to renew affiliation.

San Francisco negotiations: COPE Chair James Bryant reported on the tentative agreement reached and the bargaining team's decision to make no recommendation on the TA. Part of the strategy was to forgo 3.75% raise to stop layoffs, but there is no guarantee by management. There is a seven-member team to draft language but it has not met. The board discussed the confusion and frustration. There is no scheduled ratification vote and members are in disagreement about voting. A strategic plan is needed. The Executive Board is asked to contact leaders and the bargaining team about resolving issues. Chief of Staff Gilda Valdez reported on the dynamics of the bargaining and voting recommendations. The city will lay off 1,000 workers on May 1. The language team and bargaining team will meet tomorrow. NUHW is taking advantage of the disunity in their decertification campaign although the contract is not open. Gilda Valdez asked the board to be available for support and actions.

REPORTS:

President's report:

- President Davis Howard asked Director Pattie Tamura to report on the Las Gallinas Valley Sanitation District. It is a small water district in Marin with 11 members (legacy 949 members). All 11 members signed a letter asking to be released from SEIU 1021 representation. A letter has been sent to the workers and employer disavowing interest effective April 3, 2009.
- Vice President Christal Cox reported the Alameda County Medical Center contract was ratified by a vote of 78%. Members beat back a vicious NUHW campaign. Worksite safety issues are being dealt with at skilled nursing facilities in the county (members have been attacked and injured by residents). NUHW has filed decertification petitions in six units but PERB elections are not anticipated as the contract is ratified. President Davis Howard played a DVD about the APMC campaign. Vice President Cox is facing retaliatory and unwarranted discipline by APMC management.
- Health Industry Chair Ed Kinchley reported the NUHW decertification effort at Laguna Honda and San Francisco General Hospital is ongoing. Gilda Valdez is reviewing the situation and a plan is being put into place; members will be released on lost time to assist in this campaign.
- President Davis Howard distributed the member services director job description. Bill Steck has been named to the position.
- In response to questions regarding alleged SEIU mailings to UNITE HERE Local 2 and allowing UNITE to meet in our offices, President Davis Howard reported SEIU is not aware of any mailings to Local 2 members. UNITE used an office in Oakland during an organizing campaign but there is no knowledge of offices being used for raiding of HERE. It was M/S to invite Local 2 President Mike Casey and a Workers United speaker to the next board meeting. The motion was carried by a vote of 7 to 5: Bishop, Kinchley, Lewis, O'Neil, Reed, Schardt, and Topolewski voted in favor of the motion; Boutte, Bryant, Cox, Morrison, and Ten opposed; and Carvallo, Frazer-Robinow, and Sanders abstained. It was M/S/C ask SEIU for full disclosure and the Workers United affiliation language.

President Davis Howard excused herself from the meeting to catch a plane. Vice President Christal Cox assumed the chair at 1:56 p.m.

Communication process: Norm Ten asked for clarification on how member complaints are handled. Letters have been addressed to officers and board members. President Davis Howard and the officers will follow up on the letters in question.

Treasurer's report:

- Treasurer Sandra Lewis reported the 2007 audit, CDARS report, legacy Local 1292 account transfer, and legacy local accounts will be reviewed and discussed at the April 22 Budget and Finance Committee. Other reports are rescheduled to the May meeting.
- The Budget and Finance Committee recommends the BART Chapter follow Local 1021 guidelines on providing meals during bargaining. The BFC did not approve the requested \$25 per diem for the negotiations team. It was M/S/C to accept the BFC recommendation.
- It was M/S/C to accept the revision of the member expense reimbursement policy to allow up to six (6) months to submit claims.

Committee on Structural Integrity: Chair Jackie Carvallo a submitted written report. The committee met March 28 in Oakland. The committee recommends acceptance of proposed Los Rios Police Officers Chapter bylaws. In response to a complaint from members of the Berkeley Community Services Chapter regarding bylaws and election of officers, the committee determined that an officer election should be conducted by December 31, 2009 in accordance with the Berkeley Chapter bylaws and Local 1021 operational guidelines. It was M/S/C to accept the Los Rios bylaws. It was M/S/C to accept the committee's recommendation on the Berkeley Chapter election.

Member resource center: Officers and staff will meet with SEIU on April 27 or 28 for clarification of MRC costs. There will be a report at the next board meeting. Secretary John Morrison submitted a written report on the MRC in Pasadena (attached).

Field director reports: Written reports were submitted by Valerie McCan-Murrell, Bill Steck, and Pattie Tamura (attached).

City Worker Industry celebration: A DVD of the industry event in Chico was shown. Both members and families had a wonderful time. Another event is being planned for the second week of August. The ROC conducted a raffle and distributed pamphlets about the ROC boot camp.

Building Committee: Seth Schapiro reported the committee is finalizing reports. The committee met with a consultant on space planning for consolidation of the Oakland office buildings. The committee is getting feedback on a draft plan and looking for Oakland area realtors.

Reserve Organizing Corps report: Organizing Chair Mary Sanders reported on the Fresno long-term care campaign and the ACMC contract campaign. Twelve members participated in the first ROC Boot Camp was March 14 in Oakland. Boot camps are scheduled for April 24 in Fairfield and May 15 in Santa Rosa.

Private Sector/Non-Profit Industry report: Chair Norm Ten reported the APALA convention will be July 9-12 in Las Vegas. It was M/S/C to send two Executive Board members (Sandra Lewis and Kathy O'Neil). Head Start workers' first conference will be September 26.

Registered Nurse Industry report: Chair Christal Cox reported on May 4-6 Nurses Week activities and lobby days in Sacramento. National legislation on nurse/patient ratios has been introduced.

Special Districts Industry report: Chair Vicki Reed reported on a May 15 "Saving Our Economy with World Class Transit" summit. She expressed concerns on staffing and director accountability, transition, and feedback and she asked for support.

It was M/S/C to adjourn the meeting at 2:54 p.m.

Respectfully submitted by
John Morrison, SEIU Local 1021 Secretary

GENERAL SPENDING GUIDELINES

Up to \$1,000 of union funds may be authorized for items such as cakes, recognition gifts, food for party for those employees who retire from the local with 20 or more years of service. Such expenditures must be approved by an officer or industry/committee chair. Note: Recognition gifts cannot be cash or a cash equivalent like a gift card.

INDUSTRY/COMMITTEE SPENDING GUIDELINES

1. Industry/committee expenditures must be in line with their annual budget plans. Changes to spending plans must be brought to the Budget & Finance Committee for approval.
2. Industry/committee funds may not be used for purchase of any gift or remuneration for SEIU Local 1021 staff.
3. Industry/committee expenditures need to be supported by meeting minutes authorizing the expenditure whenever the expenditure is not specifically noted in the industry or committee approved budget. Items such as food for meetings, room rental, and transportation that are part of an approved program need not have additional minutes for documentation; however expenditures of \$50 or more such as for gifts, door prizes, etc. must be approved in meeting minutes and be consistent with SEIU policies and procedures.
4. Door prizes and gifts over \$50 in value must be documented and inventoried including the method of how the prize/gift was distributed.
5. Industry/committee fund expenditures need to be signed off by the industry/ committee chair.
6. Industry/committee expenditures must be consistent with SEIU 1021 policies and procedures.
7. All expenditures must have a legitimate union purpose.

Secretary John Morrison's report on the Member Resource Center (March 27 visit): Ron Bullock (MRC director) and Frances Lewis (lead organizer) at the SEIU Pasadena MRC gave an overview and life cycle of a union member as to reasons behind having a Member Resource Center (MRC) after introductions and assumptions by worksite organizers, supervisors, directors, office staff, and officers (Valerie McCan-Murrell, Josie Bryant, Ron Rhone, Yvette Jordan, Tom Drumm, Judy Johnson, Lillian Acosta, Verge Chapman, John Morrison).

The group was lively and charted major concerns to explore: stewards' role, operations, tracking, letting go of old practices, fear of job loss, position change and clarification. and multi-level assistance. Centralizing and updating the database of our local with UnionWare and SharePoint

enhances the MRO ability to serve our members better. The MRC is a tool for documentation, accountability, credibility, tracking trends, generating reports, and maintaining continuity to win big for our members.

There were questions about effective and ongoing training for MROs and having an organizing skill or background as an added benefit. There is ongoing monitoring of all calls and coaching of staff with the 'Signature Sensitive Program' where MROs can assess members' immediate concerns/condition and give them the best information and ask permission to return calls after proper research has been completed. Talking to one MRO at lunch I was impressed that the technology is highly focused for results and documentation with the service model in place built for customer satisfaction. Someone is actually listening and sometimes that is what members want most. MROs learn to detach themselves from activity offline so as to maintain their heightened

awareness while on duty. Downtime is important for any public sector worker.

Effective use of the MRC can lead a 21st century union to more effective organizing, immediate response to members, better handling of grievances and disciplines, collection and comparison of data for contract and budget fights, and visibility at worksite (for W/Os, stewards, activists). It was understood that input and accessibility are being worked on by the MRC Committee where confidentiality, steward research, and current steward lists are being made available. Stewards' input of the most current activities and actions makes the MRC relevant. The MRC is as good as the information it receives. There is a stewards hotline. 1-877-OUR-1021. The MRC gives campaign updates, logs potential grievances and disciplinary actions, counseling and referral to worksite organizers or stewards for final resolution.

The industry roll-ins were reviewed and the justifiable hours of operation are Monday thru Friday 7:00 a.m. to 7:00 p.m. There are no voicemails left over the weekend. Between April 7, 2008 and March 4, 2009 there have been 3,576 new cases and 3,132 cases closed by the MRC.

After the presentation and discussion we were led and introduced to the MROs on duty and allowed first hand experience sitting next to our member resource organizers as they seamlessly answered calls, politely asked for current information, nature and issue of call, rechecked for notes and research on prior calls, researched MOUs, quoted legal advice, added more documentation, logged all calls on a side tablet, could access current steward lists, had team spirit among other MROs familiar to caseloads and issues, carefully navigated web-based SharePoint and Unionware while giving clear information about worksite denial of FMLA as illegal, turnaround time for security uniform payment and interest due, where a grievance was in process, and took appropriate notes for a call back with the professional focus and relaxed air of an organizer doing the right thing for our members. There was obvious dedication to the job. My MRO, Gabriel, had a great attitude and didn't mind my questions between calls about response and data collection and how things could be made better as time goes on as the MRC evolves and adapts to our locals' needs. What I noticed immediately was a task bar on the left of the large screen which simply was a reminder as to events of the day to be investigated, processed and logged. There could be reports generated as to issue, contract, industry, worksite for research and contract campaign.

Back in the main conference room our group debriefed. MROs could benefit from organizing/empathy skills. Some MROs do have that background or customer service experience or are first time employees involved with the union movement. There is lots of in-service training and call monitoring to make the experience more efficient. The MRC is a tool for all of us and is evolving depending on our needs. I was impressed by the connection (21st century technology) member to member), satisfaction (quality control), detail (caseload/controls/information), advocacy (being helpful toward resolution), follow-up (past data and tracking), importance (of steward's input/role).

I want to thank everyone for making my experience at the MRC in Pasadena a rewarding introduction on how 21st century technology can aid organizing, give better service to our members and expand our abilities to track issues effectively at the worksite where it all happens.

DIRECTOR REPORT submitted by Bill Steck

POLITICS:

SEIU "Change That Works" Campaign: Staff and members working on Wave #1 will continue to April 28. Work remains focused on the Employee Free Choice Act, health care reform, and the May 19 special election.

State Budget/Special Election: SEIU has now taken positions on all measures:

- Prop. 1A: NO
This measure will result in drastically reduced funding for all of the vital public services SEIU members both provide and rely upon at state, county, and city levels. In good years and bad it drains money from the General Fund into a slush fund controlled by the governor. It caps funding of public services at today's impossibly substandard levels, then adds insult to injury by making it nearly impossible to restore funding even in good years. The result: ever-increasing deficits and service cuts even after we've plugged the current \$42 billion hole.
- Prop. 1B: YES
Prop. 1B doesn't pass unless Prop 1A passes, but SEIU is supporting it to uphold an important principle -- the same principle behind our opposition to Props. 1D and 1E: namely, that the governor can't raid voter-approved funding in place of finding real solutions. Prop. 1B replaces billions of dollars the governor has already taken from Prop. 98 school funding guarantees.
- Prop. 1D: NO
- Prop. 1E: NO
Our opposition means the same as our support for 1B: Hands off the money reserved for critical public services -- this time, health care. Prop. 1D slices \$600 million off Prop. 10 guarantees for children's health programs. Prop. 1E raids Prop. 63 funding guarantees for mental health services to the tune of \$460 million over two years.
- Prop. 1C: YES
This measure to change and modernize the state's underperforming lottery helps the state budget situation with \$5 billion in potential revenue.
- Prop. 1F: NO POSITION
This measure stops legislators from getting pay raises in deficit years. That's nice, but it does nothing to solve the real problems.

We are focused on educating our own members about the election, and have set the following goals: reach 10,000 members through the worksite, reach 6,000 members on the phone; 300 members volunteer on campaign. Phone banks are being held Tuesday through Thursday at all main 1021 offices.

COPE Operations: Continuing work with county committee officers to develop operations manual for presentation to Executive Board.

PAC Expenditures: 1021 COPE approved the following expenditures in March: (1) \$300, Eden Democrats Fundraiser; (2) \$2,000, Alameda CLC fundraiser; (3) \$2,000, Sandre Swanson fundraiser.

COMMUNICATIONS:

Campaign Support: Staff are currently supporting contract campaigns in San Francisco, Sonoma, Oakland, APMC, and other jurisdictions as needed, and are providing support to various issue organizing actions. Working on special election campaign educational materials. Weekly production of 1021 Newswire.

Special Projects: Working with SEIU and 1021 field staff, leading efforts to pilot Quality Public Services campaigns in targeted areas.

Call to Action Communications Academy was held on April 4 in Fairfield. The participants (about 25) had hands-on training from the top labor communicators from around the country.

RESEARCH:

Campaign Support: Currently providing research support to APMC (bargaining and policy issues), San Francisco budget fight, City of Oakland. Getting research assistance from SEIU on Quality Public Services pilot projects.

Special Projects: Creating database to compare health and retirement benefits across 1021 jurisdictions by industry. Launched Newstrack service, twice weekly brief survey of news stories that have greatest impact on 1021 members. Doing analysis on local revenue measures (what's worked, what hasn't, what it costs to win, money raised) to support member efforts to assist employers in raising revenues.

VISION & BYLAWS PROCESS: Coordinating with Gibson & Associates on logistics for Bylaws Content Committee work, and internally for outreach on member survey, regional bylaws forums, and other member outreach. Helping to facilitate outreach meetings in Chico, San Francisco, and Crescent City.

DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Ronda Goldsby will be joining the schools team in May to fill the current worksite organizer vacancy that was created by the resignation of Ken Glenn. Interviews to fill the vacant worksite organizer position in Ukiah have been completed. A job offer will be made this month. Currently, temporary staffing arrangements are in place. There is still a vacant ½ time worksite organizer position, with the focus on representation, in the Chico/Redding area.

Last month worksite organizers established meet and greets and met with over 600 members at the Human Services Agency, Public Works and the Behavioral Health Department. The meet and greets provided opportunities to members to ask questions regarding the County and State budget deficits. A committee has been established to represent **San Joaquin County** members in meetings with the County in relations to the budget deficit. The committee will be charged with discussing and developing ways to save money, while developing alternatives to layoffs to our members in **San Joaquin County**. There are a number of economic factors contributing to the deficit including home foreclosures and loss of property taxes to **San Joaquin County**. The committee will have a lot of work ahead of them in working with the county to work on solutions. **San Joaquin County** has been a participant of the service fee to member conversion project established by the Local. There has been success with approximately two-hundred (200) fee payers converting to members. This project builds on the success of last year's fee conversion campaign, bringing the total of fee payer to member conversions to approximately seven hundred (700). Staff continues to build their CAN (Communication Action Network). Meetings have been scheduled with members currently in the structure to discuss the necessity of CAN and the importance of timing in delivering information to the field.

In **Mendocino County** preparations for negotiations are underway. Currently, we are meeting and conferring with the administration over layoffs. The union is opposing the county's proposed reductions to the Veteran's Service Office. The State Council researcher is giving us some guidance on dealing with the serious budget shortfalls in this county. We have reached a tentative agreement with **Del Norte County** on the matter of funding the retiree health obligation, GASB. The agreement should be ratified shortly, it constitutes a compromise where the benefit is maintained but employee contribution to its funding will increase. In **Sonoma County** we are back at the table with a new proposal, developed with the assistance of an actuary. The proposal addresses the county's interest with regard to the OPEB yet satisfies the unions concern with regard to the affordability of active and retiree health. It is, among other things, a formula for the sharing of medflation. We are currently turning out community members to a series of town hall budget forums where constituent are asked to weigh in on the county budget. These forums are a great opportunity to build coalitions with community stakeholders. Negotiations with **Napa County** resulted in a tentative agreement with minor adjustments to language, no COLA, but the county assumes increases to health in January 2010. Last Tuesday, the board rejected the TA requesting that their negotiators obtain the inclusion of language speaking to the administration's right to furlough the workforce. The bargaining team is figuring out next steps. Organizing the extra help unit here has been postponed. In **Marin County**, the State Council staff alerted us to proposed legislation that would create a special district of the Marin County Retirement Agency. The state legislator who introduced the assembly bill had been informed that SEIU had no objection to this concept when in fact, 1021 members had not been made aware of the bill. An informational meeting with the membership has now taken place and the issue is with Marin's COPE committee. There is current bargaining at **Santa Rosa Junior College, Mendocino College** and **Sebastopol**. There will be no layoffs at **Geyserville**.

In **Solano County** we are meeting and conferring on the county-wide classification and compensation studies. Some of our represented classifications are paid below the median, others may be over. We are working on a plan to "true" the classifications, particularly those which have a natural relationship to each other. Mark Hall is on board 50% of the time at **Sacramento City Unified** and will be working initially to convert fee payers to members as well as concentrating on member engagement at some of the larger worksites. Members at **Sacramento City Unified** will be voting to ratify their current contract agreement with the district after they return from Spring Break. The agreement includes re-openers for any year in which the State provides any increase in funding that can be used for salary or benefits. At **Dixon Unified School District** school consolidation and program elimination have kept layoffs to a minimum and allowed us to avoid state control of the district. Our members have identified significant cost savings and, at the April School Board meeting it was announced that our library assistants will be recalled from the layoff list next school year. As reported in the past, at **Los Rios Community College District**, the district is currently refusing to recognize the newly-formed police chapter. We are exploring both legal and organizing avenues to deal with this. The District has asked for a meeting with us, all the police officers, and the Vice-Chancellor on April 17th. At that point, we expect to hear what the District's position is and what specific objections they have to recognizing the new chapter. After NLRB charges were filed against the **ARC of Butte County** on the health care issue, at first glance it appears the **ARC** may be systematically underpaying our members and failing to withhold Union dues. At **Siskiyou Training and Employment Program**, although our contract expires September 30, 2010 there was a financial re-opener this year. Our members received a negotiated salary increase of 5.8% retroactive to January 1, 2009.

Vice President John Ryan, of **San Lorenzo Unified School District**, passed away. Our thoughts and wishes are extended to his family. The chapter agreed to take four furlough days for fiscal year 09-10 to avoid layoffs of workers. The members have the option to sell their vacation in exchange to furlough days. At **Peralta College District** we reached an agreement for both permanent and hourly workers. The one year contract was ratified last week. The agreement provides for COLA's for fiscal year 2009 and 2010. In addition, if there is new growth money, the employees will receive it as well. Classified Staff Development Day was successful at **San Francisco Unified School District**. Damita Davis-Howard addressed the membership as the keynote speaker. There has been a contract renewal with assurances of no layoffs of 1021 members. In addition, only 1021 can reopen the contract. There is also a possibility of a 4/10 work schedule for workers during summer. We are currently trying to amend the Civil Service rules and its application to our **SFUSD** members. The bumping rights are being questioned. At **San Francisco City College** we are still addressing the bumping issues. There were approximately 366 City workers who received layoff notices and we are not sure how it will impact the city college workers. The Chancellor is still holding to the no layoff language for our members. **Hayward Unified School District** members are close in reaching a three year settlement agreement for both SAFECO & Maintenance and Para-Educator Units. Currently, we have two (2) members who received layoff notices. The District is also talking about reducing the custodian's work week from 40 hours to 37.5 hours. At **San Ramon Unified School District** we are set to be at the table for wage re-opener. The biggest issue that we are focusing on is the Parcel Tax, Measure C. The parcel tax will bring seven million dollars to the district's general fund. Our members are very engaged and have signed up to phone bank and precinct walk to help pass the parcel tax. At **Oakland Unified School District -OSEA/OCDPA** we are currently in mediation along with thirteen other unions and the district on the Health Benefit Improvement Plan (HBIC). Our major fight will be around the medical benefits. Kaiser wants an 8% increase. We are also looking at massive layoffs. We will begin to address layoff issues around mid May. At **Fremont Unified School District** there are on-going discussions regarding the elimination of transportation

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private/Non-Profit: Cristal Java will be joining the PNP team May 8 as an internal transfer. John Hurst, Hyde Street Clinic, will continue assisting PNP until Cristal's transfer is complete, PNP Chair Norm Ten continues to assist in development of the Head Start Council.

Congressman George Miller, East Bay Innovations, and SEIU 1021 leaders will be holding a media and contract signing event support the Employee Free Choice Act on April 24.

Negotiations continue at Community Action Partnerships, Spanish Speaking Unity Council, and La Familia for first contracts while funding the state and private sources has impacted all PNPs in negotiations and budget discussions.

Special Districts: As Stephanie Batey continues on the Change That Works campaign through May 8, Daz Lamparas will be the temporary team leader for this team. Larry Gerber is working on contract for BART negotiations as he has bargained this contract at least four times previously. Ronda Goldsby has accepted a transfer to the Schools Industry team but will remain in Special Districts until a replacement is secured. Interviews were conducted April 8 and 9 with a variety of applicants.

ABAG continues in bargaining. BART began negotiations April 1. Housing authorities are in budget discussions regarding potential layoffs and restructuring.

City Workers: Temporary Sequoinitte Buggs continues to assist with the City of Oakland contract campaign and Carl Carr continues on the Change That Works campaign through May 8.

City of Emeryville has reached a TA with retroactivity and wage increases due to the many actions and support activities this small but vocal group has taken on this past year. City of Oakland continues with a gloomy financial picture and changing political landscape.

Training and Education: In the past six months both basic and advanced stewards training has been conducted in each of the 1021 offices and locations. In April, advanced stewards training in being conducted in Marin and Stockton and basic stewards training in Fairfield and the East Bay.

Training staff continue to work with the Vision/bylaws Committee, Industry Councils, and MRC training for staff and members in addition to basic and advanced stewards training and FMLA training.